

Minutes of the meeting of the Human Resources Committee of the Board of Directors of the Cook County Health and Hospitals System held Friday, February 19, 2010 at the hour of 7:30 A.M. at John H. Stroger, Jr. Hospital of Cook County, 1901 W. Harrison Street, in the fifth floor conference room, Chicago, Illinois.

I. Attendance/Call to Order

Chairman Zopp called the meeting to order.

Present: Chairman Andrea L. Zopp and Directors David Carvalho; Quin R. Golden; Sister Sheila Lyne, RSM; and Jorge Ramirez (5)

Chairman of the Board Warren L. Batts (Ex-Officio) and Director Hon. Jerry Butler

Absent: None (0)

Additional attendees and/or presenters were:

Patrick T. Driscoll, Jr.
William T. Foley
Patricia Kelleher, MD

Elizabeth Reidy
Jonathan Rothstein
Deborah Santana

Deborah Tate
Anthony J. Tedeschi, MD, MPH, MBA

II. Public Speakers

Chairman Zopp asked the Secretary to call upon the registered speakers.

The Secretary called upon the following registered public speaker:

1. George Blakemore Concerned Citizen

III. Report from System Director of Human Resources

Update on H1N1 Employee Vaccinations

Dr. Pat Kelleher, of the System's Employee Health Services, provided an update on H1N1 Employee Vaccinations. She stated that, to date, 5,552 vaccinations have been administered; this total represents 84% of System employees and 67% of all personnel categories.

Update on Human Resources Activities

Deborah Tate, System Director of Human Resources, provided an update on the System's activities in support of Haiti relief efforts, and activities relating to the implementations of the Taleo System and Lawson System (Attachment #1).

The Committee discussed the implementation of the Taleo System, which is an automated recruiting, hiring, and on-boarding system that is being implemented County-wide. This applicant tracking system will allow the System to electronically manage the hiring process for System positions. The implementation was kicked-off on February 4th. Ms. Tate noted that the System's implementation has preliminarily been set to take place in July, however, she believes that it may take place later than July.

Director Carvalho inquired whether applications for System positions will still need to be submitted by applicants to the County's Bureau of Human Resources after this implementation, or whether they will be able to submit them to locations at System affiliates. Ms. Tate responded that this will require a separate action, but she hopes that this action will parallel or closely follow the Taleo implementation. After further discussion, she noted that the County's Bureau of Human Resources continues to determine when System positions are posted.

III. Report from System Director of Human Resources (continued)

The Committee discussed the Lawson System implementation. Ms. Tate stated that they continue to work with the County to get additional data (employee benefit information and compensation data) needed for this implementation.

William T. Foley, Chief Executive Officer of the Cook County Health and Hospitals System, stated that the Human Resources data is only one piece of the Lawson System implementation; however, this data is an important component which is needed for the implementation. Ms. Tate added that there is a meeting scheduled on February 22nd on this subject with Joseph Fratto, Chief of Staff to President Todd H. Stroger; representatives from the County's Bureau of Human Resources; and the County's Chief Financial Officer, Jaye M. Williams.

With regard to Chairman Zopp's inquiry regarding Lawson implementation timelines, Ms. Tate responded that they initially projected to be on-board by the end of the year. This timeline may be in jeopardy, due to challenges experienced with the data collection, however, they are working hard to try to meet the initial projected timeline.

IV. Recommendations, Discussion/Information Item

A. Update and discussion of pending information requests

Chairman Zopp indicated that there were no pending information requests to be discussed at this time.

V. Action Items

A. Any items listed under Sections IV and VI

VI. Closed Session Discussion/Information Items

A. Discussion of personnel matters

B. Update on labor negotiations

Director Lyne, seconded by Director Carvalho, moved to recess the regular session and convene into closed session, pursuant to the following exceptions to the Illinois Open Meetings Act: 5 ILCS 120/2(c)(1), which permits closed meetings for consideration of "the appointment, employment, compensation, discipline, performance, or dismissal of specific employees of the public body or legal counsel for the public body, including hearing testimony on a complaint lodged against an employee of the public body or against legal counsel for the public body to determine its validity," and 5 ILCS 120/2(c)(2), regarding "collective negotiating matters between the public body and its employees or their representatives, or deliberations concerning salary schedules for one or more classes of employees." THE MOTION CARRIED UNANIMOUSLY.

Chairman Zopp declared that the closed session was adjourned. The Committee reconvened into regular session.

VII. Adjourn

Director Golden, seconded by Director Ramirez, moved to adjourn. THE MOTION CARRIED UNANIMOUSLY AND THE MEETING ADJOURNED.

Respectfully submitted,
Human Resources Committee of the
Board of Directors of the
Cook County Health and Hospitals System

XXXXXXXXXXXXXXXXXXXXXXXXXXXX
Ms. Andrea Zopp, Chairman

Attest:

XXXXXXXXXXXXXXXXXXXXXXXXXXXX
Deborah Santana, Secretary

Cook County Health and Hospitals System
Minutes of the Human Resources Committee Meeting
February 19, 2010

ATTACHMENT #1



HR Committee Meeting

February 19, 2010

CCHHS

Updates

- **H1N1**
- **Haiti**
- **Taleo**
- **Lawson**



CCHHS

H1N1

- 84% employees compliant
- Currently negotiating with SEIU and NNOC over the effects of the policy
- Both expressed concern over the mandatory requirement

Haiti

- CCHHS allocated 10 paid positions in support of the Haiti relief efforts
- Currently 8 of those positions have been used between nurses and physicians
- Once those paid positions have been utilized, employees wishing to assist with the continuing relief efforts will be able to use personal time using the same approval process currently in place

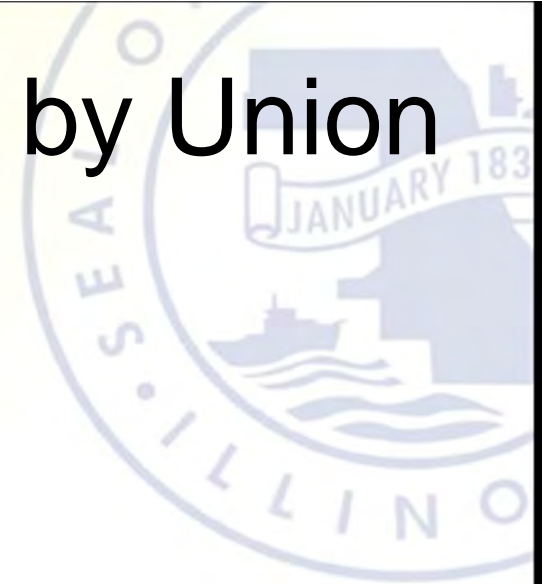
Taleo

- Cook County kicked off the Taleo implementation on February 4th
- CCHHS is going to be one of the early participants with a projected July implementation
- Initial training occurred this week with both Gina Goodson Allen and Niesha Denagall attending
- We are putting together a core team and have requested participants from both nursing and operations

Lawson

- Based on information my team has provided to CC-One Lawson team:
 - An on-line form has been developed to facilitate new hires, transfers and other employee changes
 - Logic for position codes is being developed and derived from existing job code/department information
- Requesting data from the Bureau
 - Benefit information required
 - Compensation data required

Displacement Information by Union Unreconciled



- LPNAI
 - 7 employees placed in vacancies
 - 1 employees laid off
- AFSME
 - 25 employees placed in vacancies
 - 0 employees laid off
- SEIU
 - 57 employees placed in vacancies
 - 82 employees laid off
 - 18 employees on LOA or Retiring
- NNOC
 - 81 employees placed in vacancies
 - 3 employees laid off
 - 2 employees on LOA
- Transfer of Building and Trades Positions
 - 21 employees transferred to the Bureau
- TOTAL
 - 172 employees placed in vacancies
 - 84 employees laid off
 - 21 employees transferred
 - 20 employees on LOA or Retiring

- 297